

Labor Organization Officer
and Employee Report

U.S. Department of Labor
Office of Labor-Management Standards



This report is mandatory under P.L. 86-257, as amended. Failure to comply may result in criminal prosecution, fines and civil penalties as provided by 29 U.S.C. 438, 440.

OMB No. 1214-0001 12/31/85

036261

1. Name and address of person filing Gary L. Bobski 6631 E. 20th St. Joplin, MO 64801	2. Name and address of labor organization International Brotherhood of Teamsters LOCAL UNION NO. 823 P. O. BOX 1299 JOPLIN, MO 64802
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3. Position in labor organization Recording Sec'y	4. Date fiscal year ended 12/31/00	5. File number (if assigned) M-1413
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Enter appropriate data below if, during the past fiscal year, you or your spouse or minor child directly or indirectly had any of the following interests (except as specified in the exclusions set forth in the instructions):

A. Held an interest in, engaged in transactions (including loans) with, or derived income or other economic benefit of monetary value from an employer whose employees your organization represents or is actively seeking to represent.

6. Name of Employer	Address of Employer
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7. Nature of Interest, Transaction or Income

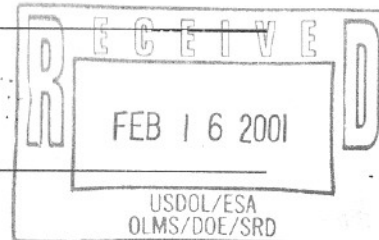
B. Held an interest in or derived income or economic benefit with monetary value from a business (1) a substantial part of which consists of buying from, selling or leasing to, or otherwise dealing with the business of an employer whose employees your labor organization represents or is actively seeking to represent, or (2) any part of which consists of buying from or selling or leasing directly or indirectly to, or otherwise dealing with your labor organization or with a trust in which your labor organization is interested.

8. Name of business	Address of business
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9. Business deals with— <input type="checkbox"/> A. Labor Organization <input type="checkbox"/> B. Trust <input type="checkbox"/> C. Employer	10. If 9B or 9C is checked give trust or employer's name
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11. Nature and approximate dollar value of such dealings

12. Nature of interest held or income received



C. Received from any employer (other than an employer covered under parts A and B above) or from any labor relations consultant to an employer any payment of money or other thing of value

13. Name and address of employer <input checked="" type="checkbox"/> or consultant <input type="checkbox"/> AMERICAN INCOME LIFE INSURANCE CO. P. O. BOX 2608 WACO, TX 76797	14. Nature of payment An Accidental Death Benefit of \$10,000 for officers, executive board members and business agents while traveling on official business of the policy holder (line 2). discontinued 7/1/00
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IF MORE SPACE IS NEEDED ATTACH ADDITIONAL SHEETS

15. Signature and verification—The undersigned declares, under the applicable penalties of the law, that all of the information in this report, including the attachments incorporated therein or referred to in this report, has been examined by him and is, to the best of his knowledge and belief, true, correct and complete.

Signed: Gary L. Bobski at Joplin, Missouri on 8-31-00
City State Date

Form LM-30 (Rev. 1988)



American Income Life Insurance Company

LARRY GENESER AGENCY

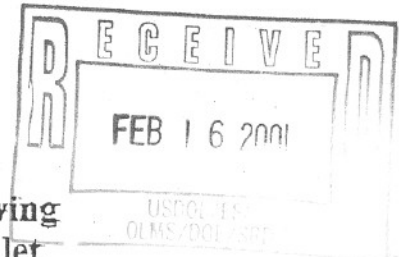
10307 Blue Ridge Blvd
Kansas City, MO 64114
(816) 966-6421 Fax (816) 966-6428



FAX TRANSMITTAL SHEET

TO: Doreen Sweeton DATE: 7/14/00
FROM: Robin Denton TIME: 4:50 pm

MESSAGE:



Per our conversation today on the phone, here is the following information you needed. If you need anything else, please let me know.

Our cost for the \$10,000 Accidental Death & Dismemberment (AD&D) while traveling on Union business only is \$3.00 per officer per year.

This is on the job coverage while traveling for the Union and cannot be sold.

The value is \$10,000 per Officer and or Executive Board Member.

This amount of premium has not changed in price, it has always been at this cost.

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

AFL-CIO



LEGAL DEPARTMENT

ADVISORY

TO: All Affiliates
General Executive Board Members

FROM: General Counsel Patrick J. Szymanski *PJ*

DATE: August 14, 2000

RE: Supplemental Advisory Regarding American Income Life



This is a supplement to the June 30, 2000, Advisory regarding certain insurance coverage provided by American Income Life to officers of Local Unions.

Please note that American Income Life has complied with our request to terminate the \$10,000 "Union Officer Benefit" coverage, which was the object of the IRB's letter. AIL has terminated the Union Officer Benefit for all Teamsters affiliates effective July 1, 2000. A copy of the letter notifying the International Union of this action is enclosed.

In addition, AIL has informed us that any future extension of this coverage will be explicitly discussed with any Local Union it contacts and will only be extended if the Local Union agrees. AIL also states that the cost of the Union Officer Benefit is \$3.00/year and that officers will be able to purchase this coverage. Purchasing the coverage for the commercial rate would eliminate the need for filing an LM-30 and would eliminate any question that AIL transferred any thing of value to any Local Union officer.

Please also note that the June 30 Advisory was concerned primarily with the \$10,000 Union Officer Benefit. Nothing in the June 30 Advisory was intended to suggest that there is anything illegal or improper about making insurance available on a uniform basis to all Local Union members. Nor was anything in the June 30

Advisory intended to indicate that Local Unions are prohibited from dealing with American Income Life. In all situations that have been described to the Legal Department, the costs of any mailing were paid by AIL and not by the Union. Moreover, Local Union officers have uniformly indicated that they approved the mailing not because of any personal benefit to themselves but because they believed the program provided a worthwhile benefit to the members of their Local Union. What is required in these situations is that the Local Union makes a reasonable, good faith decision regarding providing the benefits to its membership. This decision should take into account the fact that mailings to the Local Union membership may be used to solicit other sales.

Attachment



American Income Life Insurance Company

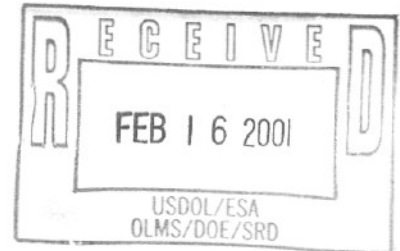
Executive Offices: P.O. Box 2608, Waco, Texas 76797, 254-751-8600 FAX: 254-751-8670 www.ailins.com

Larry M. Hutchison

Executive Vice President
and General Counsel

July 5, 2000

Patrick J. Szymanski
International Brotherhood of Teamsters
Legal Department
25 Louisiana Ave., N.W.
Washington, DC 20001-2188



RE: Union Officer Benefit Coverage

Dear Mr. Szymanski:

This acknowledges your letter of June 27, 2000.

American Income Life Insurance Company has reviewed your letter and the IRB correspondence enclosed with it.

As requested, American Income is terminating the Union Officer Benefit coverage effective July 1, 2000. We trust this change resolves any issues existing regarding the program, if, however, you have any questions, please feel free to contact me.

Thanks,

Larry M. Hutchison
Executive Vice President
General Counsel

LMH/mmb

cc: Roger Smith ✓
Mark McAndrew

